

# Agency 67 - Equal Opportunity Commission

## Statutory Authority:

The Equal Opportunity Commission was created by the passage of LB656 which created the Nebraska Fair Employment Practice Act during the 1965 legislative session. The composition, structure, powers and duties of the Commission are found in Section 48-1116 and 48-1117 of this Act. The Commission also administers the Nebraska Equal Pay Act, the Fair Housing Act, the Act Prohibiting Unjust Discrimination in Employment Because of Age and the Act Providing Equal Enjoyment of Public Accommodations.

## Vision Statement:

The vision of the Nebraska Equal Opportunity Commission is the elimination of unlawful discrimination practices in the state via effective case processing and public education activities.

## Mission Statement:

The mission of the agency is to receive, investigate and make decisions on charges of unlawful employment, housing and public accommodations practices occurring within the boundaries of the State of Nebraska. The agency core values include: 1) Working with all Nebraska citizens in a respectful and timely manner; 2) Recognizing that government has a role to play in guaranteeing equal opportunity and treatment of all Nebraska citizens in the employment, housing, and public accommodations arenas; 3) Ensuring accurate and up-to-date information is disseminated to the public; 4) Providing quality service to the public.

## Goals:

Agency goals include:

1. Providing efficient and accurate services in the processing of formal charges of discrimination.
2. Maintaining, or when possible, reducing the average case processing time in order to provide more efficient service to its citizens.
3. Reducing the incidence of unlawful discrimination practices through education of the public by providing training for management employees and housing providers.
4. Examining alleged National Origin discrimination in housing and employment to determine if a class-based or "pattern and practice" type of action needs to be instituted.

## Financial Data:

	Actual FY06	Approp FY07	Request FY08	Recom FY08	Request FY09	Recom FY09
General Fund	1,261,649	1,277,312	1,580,974	1,305,294	1,587,387	1,347,428
Cash Fund	0	0	0	0	0	0
Federal Fund	710,722	842,367	601,817	622,146	601,817	645,010
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
Total Agency	1,972,371	2,119,679	2,182,791	1,927,440	2,189,204	1,992,438

## Agency 67 - Equal Opportunity Commission Program 059 - Administration

### Program Objectives:

To investigate and resolve complaints of discrimination in a fair and timely manner.  
 To resolve complaints through mediation, or conciliation between parties to the complaint whenever possible.  
 To minimize the backlog of uninvestigated cases to better serve the public.  
 To reduce the incidence of unlawful discrimination practices through education of the public, training for management employees and for housing providers.

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### Performance Measures:

	FY 01-02	FY 02-03	FY 03-04	FY 04-05	FY 05-06	FY 06-07	FY 07-08
Intake	1457	1337	1483	1507	1365	1500	1500
Closures	1553	1313	1385	1391	1337	1400	1400
Pending	1073	1097	1195	1311	1342	1442	1542